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4-10-2007

# SR-06-07-21 FDC

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## FACULTY DEVELOPMENT COMMITTEE RECOMMENDATION

### RETURNED TO COMMITTEE

SR-06-07-21 FDC

Recommends that the following changes be made to the criteria for nomination for the Pickens-Queens, Reynolds, and Hedrick faculty awards as submitted by the selection committees for these teaching awards; by the committee chairpersons (Karen Bailey, Karen Mitchell, and Gary McIlvain) and by Elaine Baker (Center for the Advancement of Teaching & Learning and the office of Academic Affairs) and as approved by the Faculty Development Committee.

The proposed changes affect the following areas and are highlighted in boldface:

A. Criteria for Nomination:

- a. Pickens-Queens: Currently requires instructor or assistant rank; 6 years or less of service at Marshall University, fulltime, tenure-track appointment. **Proposed:** instructor or assistant professor rank, fulltime, tenure-track appointment, **1-5 years of service at Marshall University (a person is first eligible to apply in the 2<sup>nd</sup> year and may last apply in the 6<sup>th</sup> year).**
- b. Reynolds Award: Currently requires rank at assistant professor or above, fulltime, tenure track appointment, and at least 3 years of service to Marshall University. **Proposed:** Fulltime, **tenured** or tenure track appointment, rank at assistant professor or above; **a minimum of 6 years of experience at Marshall University (a person is first eligible to apply in the 7<sup>th</sup> year).**
- c. Hedrick Outstanding Faculty award: Currently requires a minimum of 7 years of service at Marshall University, fulltime, tenure-track appointment, and distinguished achievement in teaching, service, and research/creative/scholarly activities. **Clarification: (a person is first eligible to apply in the spring of the 7<sup>th</sup> year because nominations occur in May and the award is given during the 8<sup>th</sup> year of employment).**

B. Materials to be submitted by nominees:

- a. Hedrick: Currently nominees submit a record from the past three years. **Proposed:** Nominees will submit **portfolios documenting their achievements for the previous 7 years with teaching materials from 3-5 courses in that time.**

C. Concurrent nominations:

- a. Currently a person can apply for consideration to all awards simultaneously assuming they meet qualifications. **Proposed:** **In any given year a faculty member can be considered for only one award. If nominated and eligible for more than one award, the nominee will be asked to choose one teaching award for consideration.**

- b. Currently there are no limits to the number of times a person can win any given award. **Proposed: A faculty member can win any given teaching award only once in their service at Marshall University.**

### **RATIONALE:**

We would like to differentiate the teaching awards more clearly, removing overlapping criteria if possible, and describing them as rewarding somewhat different categories of faculty work and expertise. We are proposing to emphasize the Pickens-Queen teaching awards as recognition of excellence in teaching by junior faculty members, those with fewer years of service and in the first two ranks. The Reynolds award will become the senior, or mid-career, teaching award that recognizes a person who has been at Marshall University long enough to earn tenure and who is achieving exemplary teaching accomplishments. The Hedrick Outstanding Faculty Award will be given as the ultimate recognition for consistent, long-term achievements in the most significant areas of faculty responsibility -- teaching and scholarship.


- A. As each award was instituted, the number of years of service was independently established. As a result the years of service as currently stated overlap and the Reynolds award, which was the original, senior award, has a requirement of only three years of service. This is less service than is required of the Pickens-Queen award, which is generally considered to be the "junior" faculty award. Therefore, the same person currently is eligible for both the junior and the senior teaching awards. The proposed changes in the required years of experience and rank will prevent the overlap between the Pickens-Queen and the Reynolds awards. We also are proposing that someone is not eligible for the Pickens-Queen award in their first year of employment because they simply have no history of teaching excellence at Marshall University.
- B. If the Hedrick award is to recognize the highest level of faculty accomplishments, 3 years of submitted work seems rather scant. Since major research or creative activities often take more than 3 years to complete, the recommendation is to ask for a longer record of work in the application.
- C. There are many outstanding faculty members at Marshall University and relatively few major recognitions and awards. Limiting the number of awards one can apply for, or win, allows for greater inclusiveness of talented faculty members. These limits will also prevent one person from winning two awards in a single year.

### **FACULTY SENATE CHAIR:**

RETURNED TO  
COMMITTEE:

Larry Stibler DATE: 4/10/2007

**UNIVERSITY PRESIDENT:**

READ:  DATE: 4/11/07

**COMMENTS:** The Executive Committee at its April 9, 2007 meeting asks that you resubmit  
this recommendation with attachments of the policies pertaining to the faculty award  
showing the additions and deletions that are being suggested; also it is suggested that the  
effective dates be added, i.e. Pickens-Queen and Reynolds in Fall 2007 and Hedrick in  
Spring 2008.